



Civil Society Program

Progress Report

Name of Organization/ Institution Youth Vision Society	
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Reporting period covered by the report From (beginning of support by GIZ CSP):	To: November 2016
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1. Project relevance

1.1. Is your work still relevant to the priorities of your employer? If not, how did you adapt your work plan?

According to the terms of reference (ToR) for my position as a resource development coordinator which started in August 2016, and according the strategic plan which has been approved in coordination with executive management of YVS and approved by CSP program. This strategic plan including the main tasks that should be implemented to meet the real needs and priorities of YVS as an employer. The strategic plan includes three components 1) Resources development for YVS, 2) programs management, 3) strategy and administration, 4) advocacy and lobbying.

Over the last four month I succeed to manage in which how to proceed with the four mentioned components. Achievements, challenges, changes and lesson learnt will be presented in the report.



2. Implementation

2.1. Implementation of activities per intended outcome:

Outcome 1: Technical and managerial capacities of YVS with focus on conducting needs assessments, proposals writing, concept notes and contact new donors have been improved.

Outcome 2: manuals, guidance, forms and website has been developed on behalf of the YVS.

Outcome 3: The public relationships and networks of YVS with local and international partners, clusters, donors and beneficiaries have been enhanced.



Describe the implementation of each activity in detail (as per planned proposal or work plan)		If applicable: delays/challenges/changes in timing/comments
Activities linked to Outcome 1: Technical and managerial capacities of YVS with focus on conducting needs assessments, proposals writing, concept notes and contact new donors have been improved	<ul style="list-style-type: none"> - Two needs assessments for YVS beneficiaries have been conducted on key issues address as top priorities for the beneficiaries; - Past sources of income and fundraising have been assessed according to needs of YVS and their beneficiaries; - Stakeholder analysis has been conducted and a list of potential new donors, partners and cooperation modalities has been produced as well; - Action plan for reaching out to potential donors has been developed using the participatory approach with YVS administration to define the scope and mandate for intervention. - Fifteen proposals have been submitted to donors in response to calls for proposals, and we still waiting the response. 	<p>Monitoring and evolution manual for YVD is under construction in cooperation with Athar Company</p> <p>Proposals have been submitted to international donors such (Welfare, Finnish consulted, MEPI, American consulted, EU, UNRWA and other INGOs</p>
Activities linked to Outcome 2: manuals, guidance, forms and website has been developed on behalf of the YVS.	<ul style="list-style-type: none"> - Human Resources manual has been produced; - YVS Training manual has been produced; - YVS Staff Complaint Form has been developed; - questionnaires and forms on key topics for the YVS needs were developed; - employee evaluation form has been produced; - YVS action plan for one year (2017) has been developed including projects with full coordination and cooperation with executive management and based on AI Athar report; - YVS managerial structure including was developed; - YVS website analysis were reviewed & developed; - YVS web portal analysis to reach female graduates from all over Gaza Strip and periodic needs assessment studies were reviewed & developed. 	<ul style="list-style-type: none"> - YVS website content and design was launched. - YVS web portal to reach female graduates from all over Gaza Strip is still was launched and ready.
Activities linked to Outcome 3: The public relationships and networks of YVS with local and international partners, clusters, donors and beneficiaries have been enhanced.	<ul style="list-style-type: none"> - Ten meetings with UN clusters in Gaza were attended; - Two focus groups with female graduates have been conducted; - Three meetings with potential donors were conducted; - Daily meetings with YVS management and staff were conducted. 	<p># of 2 potential donors showed high interest to have YVS as new partners for 2017 projects</p>



Do you see a need for adjustments (e.g. should you drop certain activities and adopt new ones? Is the timeline still realistic?

Actually there is a need for a few adjustments on the activities in the plan such:

- Developing and implementing YVS resource development strategy, including reaching out to donors and developing new proposals and concept notes;
- include advocacy programs within YVS structure for female graduates with and without disability;
- Improving visibility for YVS in local and international society through different tools with special focusing on social media means.

2.2. How do you report to your supervisor?

According the managerial mechanism to the YVS, all my achievements were reported to YVS general director day by day using daily reporting and meetings. YVS team meet in Brainstorming, discussion and out loud thought sessions all the time as well.

3. Expected Changes

3.2. Reporting on Outcomes:

Planned Outcome (as per proposal or action plan)	Planned indicator (as per proposal)	Elaborate on how the indicator was reached and measured, and if not reached or not measured, why (e.g. targets too ambitious, lack of resources, capacities, etc.)
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3.2. Did you get any feedback from your colleagues and supervisors on how your work has been useful?

Feedback from General director and staff about the level of satisfaction related to achievements which have been implemented including 1) Resources development for YVS, 2) programs management, 3) strategy and administration, 4) advocacy and lobbying, was apparent. YVS actually need to these achievements to provide their services for female graduates with high quality.

The level of satisfaction about coordination and cooperation in each task which has been implemented and a new approach have been used where staff had interested to learn new.



3.3. Linking the project outcomes to the objective of the CSP: How did your work contribute to the CSP objective: “The participation of marginalized groups in socio- economic development process in the Palestinian territories is improved”? *Please refer to the CSP indicators here, if applicable.*

The reached achievements with the team in the association during the past 4 months and through the action plan that has been designed, I could contribute clearly the goal of the CSP program. All achievements are intended to support the realization of Result 1 (Output B) of GIZ’s CSP results with indicators:

B.1. Managers of 5 partner organizations confirm the usefulness of RBM data for the steering of projects and programs. B.2. 70% of participants in management trainings (of which 50% are women) apply contents of the training in their work (80% of trainings include participants from both Gaza Strip and West Bank).

As well as the achievements related to **Output C**, C.1. An action plan that specifies networks’ objectives and measures for coordination on a timeline is available in 3 partner organizations; C.2. The percentage of networks that have implemented coordination measures, based on the action plan, increases by 50%.

3.4. Have you observed unintended positive or negative effects of your work? Where have you been positively surprised?

The positive effect of my work, which was surprising for management and staff include:

- Media and public relationship improved significantly;
- # of manuals, guidelines and other form has been developed;
- # of potential donors for YVS has been increased in a short time;
- # of proposals, concepts and manuals where developed as a solid asset to the association in different fields of interventions.

4. Target Group(s)

4.1. How did you ensure participation? ? What can be improved?

Participatory approach was used in each goal achieved. Daily meetings, direct observation, discussion, and brainstorming with executive management and staff, individual and group daily and weekly interviews and needs assessment studies have been used with female graduates and YVS beneficiaries to ensure participation of stakeholders groups. New social media tools have been used at each phase of work as well. In addition, the web portal which will ensure smooth participation for the target groups through online questionnaires and referendum.

From my perspective the tools and means used currently in YVS is the best ways in which how to involve the target groups at all levels as the staff of YVS was targeted group before they became employees.



4.2. How many direct and indirect beneficiaries have you reached? Are target groups realistic?

Activities for outcomes	Direct beneficiaries	indirect beneficiaries
<ul style="list-style-type: none"> - Action plan for reaching out to potential donors; - YVS website were developed; - YVS web portal has been developed; - Human resources, volunteers, advocacy and lobbying manuals has been developed; - 2017 Action plan for YVS were improved; - 	<ul style="list-style-type: none"> - YVS staff: 15 	<ul style="list-style-type: none"> - YVS members: 5700 female graduates
<ul style="list-style-type: none"> - Fifteen full proposals have been submitted to donors in response to calls for proposals, two of them were funded; - Two needs assessments studies for YVS beneficiaries. 	<ul style="list-style-type: none"> - YVS members: 5700 female graduates; - YVS staff: 15 	<ul style="list-style-type: none"> - 5700 Families of female graduates;

5. Risks and Obstacles

5.1. Where do you see internal challenges in your work? Could the CSP assist you? In which area? (e.g. M&E, advocacy, strategy development, etc.)

- Income generation projects;
- Advocacy department;
- Media department;
- Public relation department;
- English language;
- Limited number of fixed-term staff;
- Core fund to implement basic activities and cover running cost.

5.2. Which external developments can jeopardize your work and put its success at risk? What can be done to manage those risks?

Continuous closure and siege on Gaza Strip: participate in international workshops, training courses and conferences online related to empower female graduates.

Lack of funding opportunities in Palestine: Reform projects and activities within YVS to meet donor's priorities and interest, looking for new donors interested in YVS vision and interest, establish and create income generation projects as source of income to implement basic activities and cover running cost.

6. Sustainability

6.1. Do you have any suggestion for sustaining your work?

- Provide technical assistance in writing proposals, concepts, reports writing;
- Improve the managerial capacities for YVS team;
- Develop existing units and departments, and set up new departments according to the new strategy plan and needs;



- Establishing income generation projects for YVS as source of income to cover basic main needed activities;
- Building partnerships with local & international donors;
- Improving visibility for YVS in local and international society;
- Adopt new methodologies and strategies for YVS beneficiaries to vocational training & online work;
- Conducting regular need assessments and analysis for YVS.

6.2. What is the potential and what are the limitations of your work?

- Three-year fundraising and outreach strategy;
- # of proposals and concept notes;
- Communication channels with many local and international donors enhanced;
- Relationships with clusters, female graduates and universities improved;
- Needs assessments studies about female graduates needs has been conducted;
- Experiences with capacity building, job creation and small projects programs;

Talking about limitation of my work, all of obstacles above represent the limitations of my work at YVS.

7. Lessons Learned

7.1. Please list the main lessons learned

- Participatory approach and teamwork with staff and management is the best way to ensure achievement of goals;
- Innovative ideas always meet donor interest;
- Capacity building of the staff is top priority in parallel with project implementation and building the organization;
- Working within plans ensure best result and achieve goals.